



# WOMEN LEADERSHIP IN VIETNAM

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## CONTENT

WOMEN IN THE PAST &  
PRESENT IN VIETNAM

AT TOPICA



An aerial photograph of a city skyline at dusk or dawn. The sky is dark with some light clouds. The city buildings are silhouetted against the sky. The Empire State Building is prominent in the center. A large, gold-colored, trapezoidal shape is overlaid on the image, containing the text "IN THE PAST".

IN THE PAST





*Any changing?*

## WOMEN IN WORKFORCE

### AVERAGE MONTHLY WAGES IN SOUTHEAST ASIA

Women in the region earn on average 30%-40% less than men, according to the Asian Development Bank (in \$)

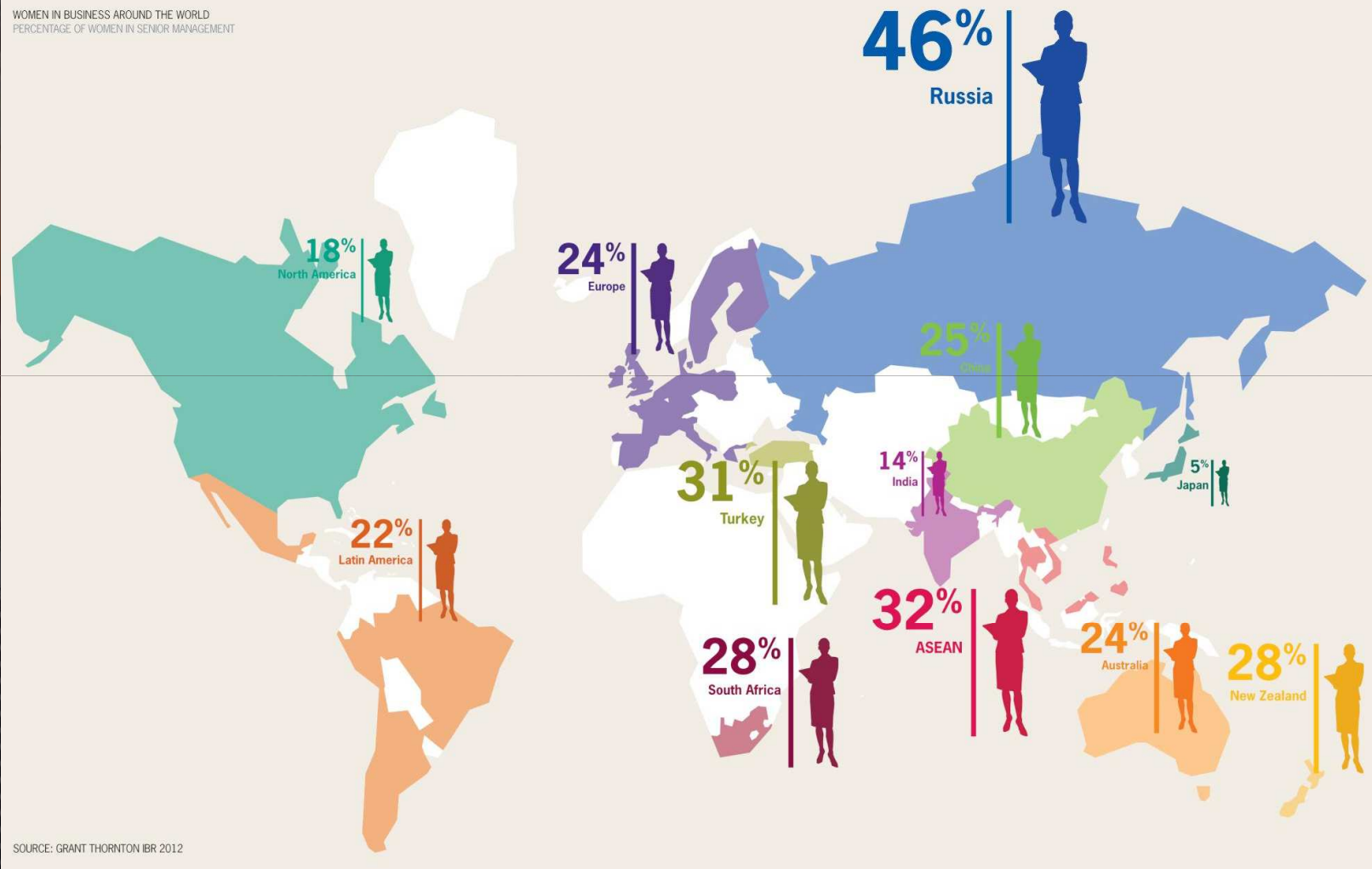
■ Average wages per country



SOURCE: ASIAN DEVELOPMENT BANK

# WOMEN IN LEADERSHIP

WOMEN IN BUSINESS AROUND THE WORLD  
PERCENTAGE OF WOMEN IN SENIOR MANAGEMENT



SOURCE: GRANT THORNTON IBR 2012

An aerial photograph of a city skyline at dusk or dawn. The sky is dark with some light clouds. The city buildings are silhouetted against the sky. A prominent building with a spire is visible in the background. In the foreground, there is a large, orange, trapezoidal banner with a white border. The banner contains the text "VIETNAMESE WOMEN" in white, uppercase letters.

# VIETNAMESE WOMEN

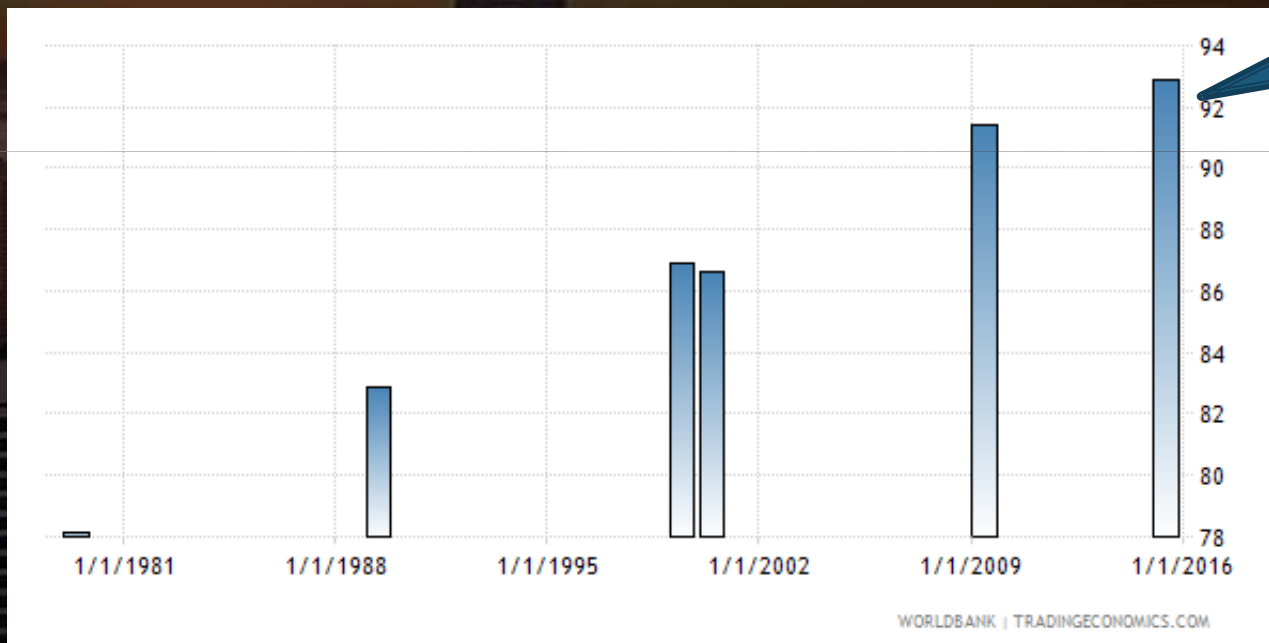




## Vietnam - Literacy rate, adult female (% of females ages 15 and above)

Adult literacy rate is the percentage of people ages 15 and above who can, with understanding, read and write a short, simple statement on their everyday life.

Literacy rate, adult female (% of females ages 15 and above) in Vietnam was reported at **92.84 %** in 2015



## Vietnam - Proportion of seats held by women in national parliaments

Women in parliaments are the percentage of parliamentary seats in a single or lower chamber held by women.

Proportion of seats held by women in national parliaments (%) in Vietnam was reported at 26.7 % in 2016, according to the World Bank collection of development indicators, compiled from officially recognized sources.



An aerial photograph of a city skyline at dusk or dawn. The sky is dark with some light clouds. The city buildings are silhouetted against the sky. A prominent skyscraper with a spire is visible in the background. A large, gold-colored banner with a white border is overlaid on the image, containing the text "TOPICAN WOMEN" in white, uppercase letters.

# TOPICAN WOMEN

Established in **2008**

With Current Team:

- **2,000++** Full-time Staffs
- **600+** Part-time Staffs
- **3,000+** Instructors

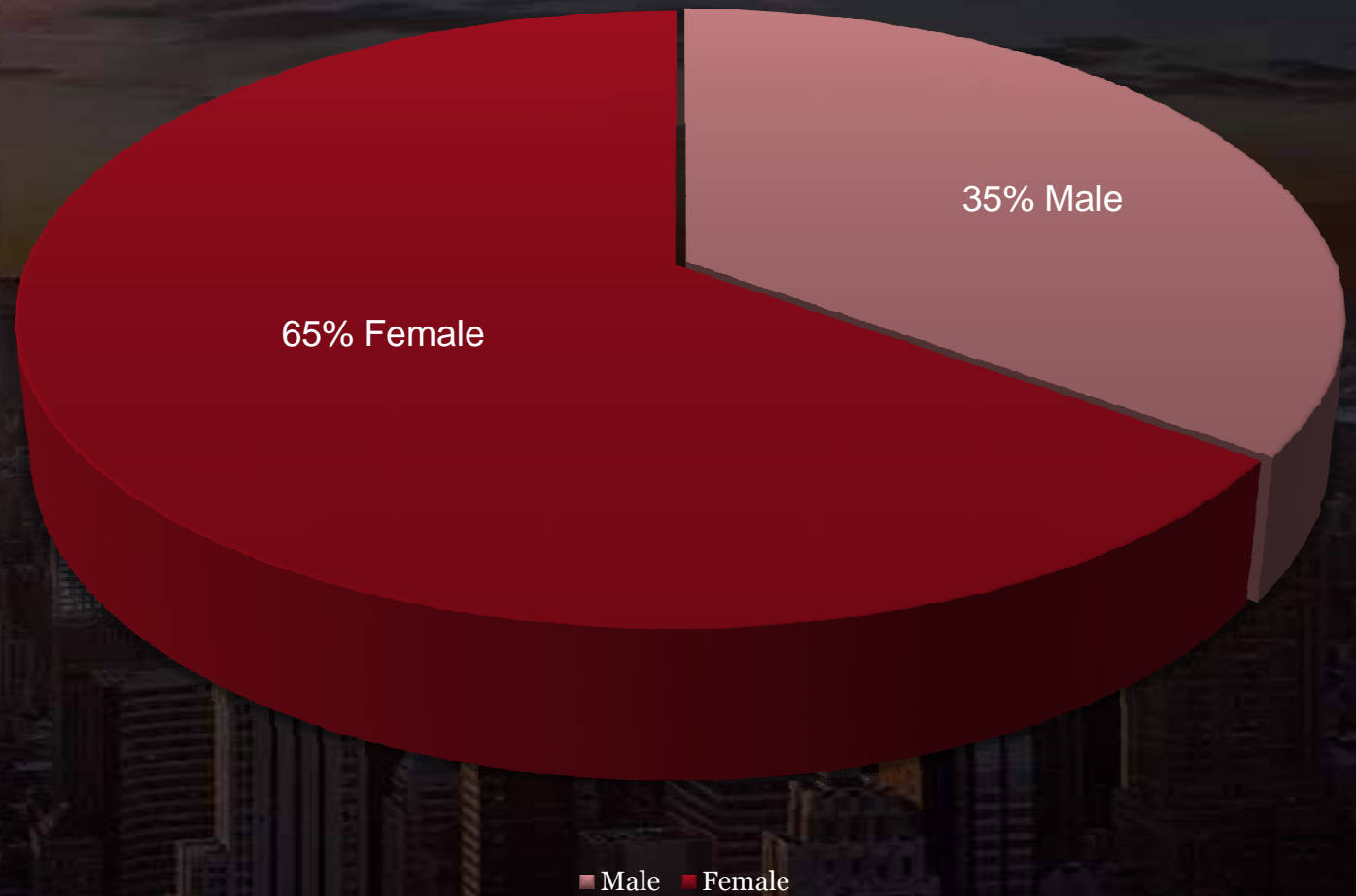
In Places:

- Vietnam
- Singapore
- Thailand
- Indonesia
- Philippines
- The USA



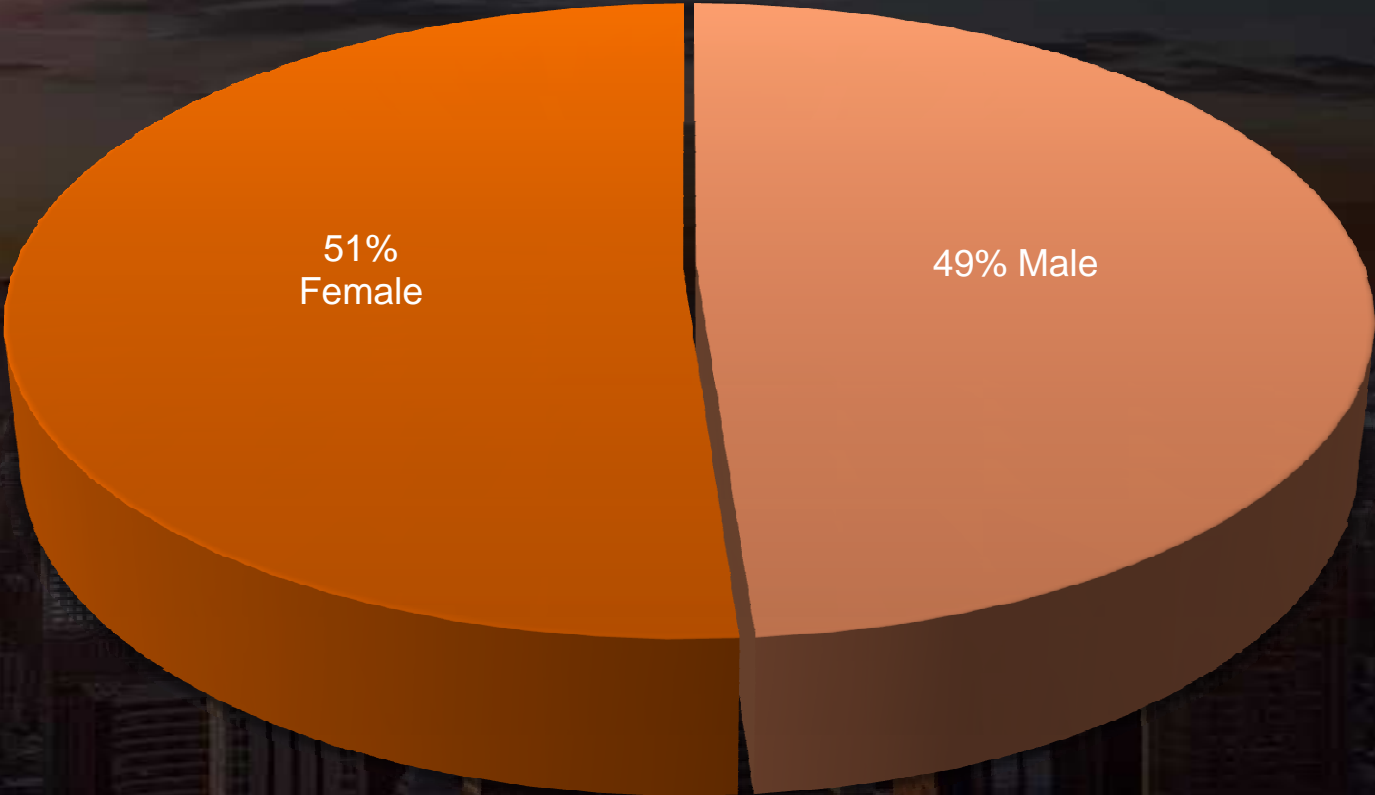
Over 2000  
staffs

The proportion of female in Topica

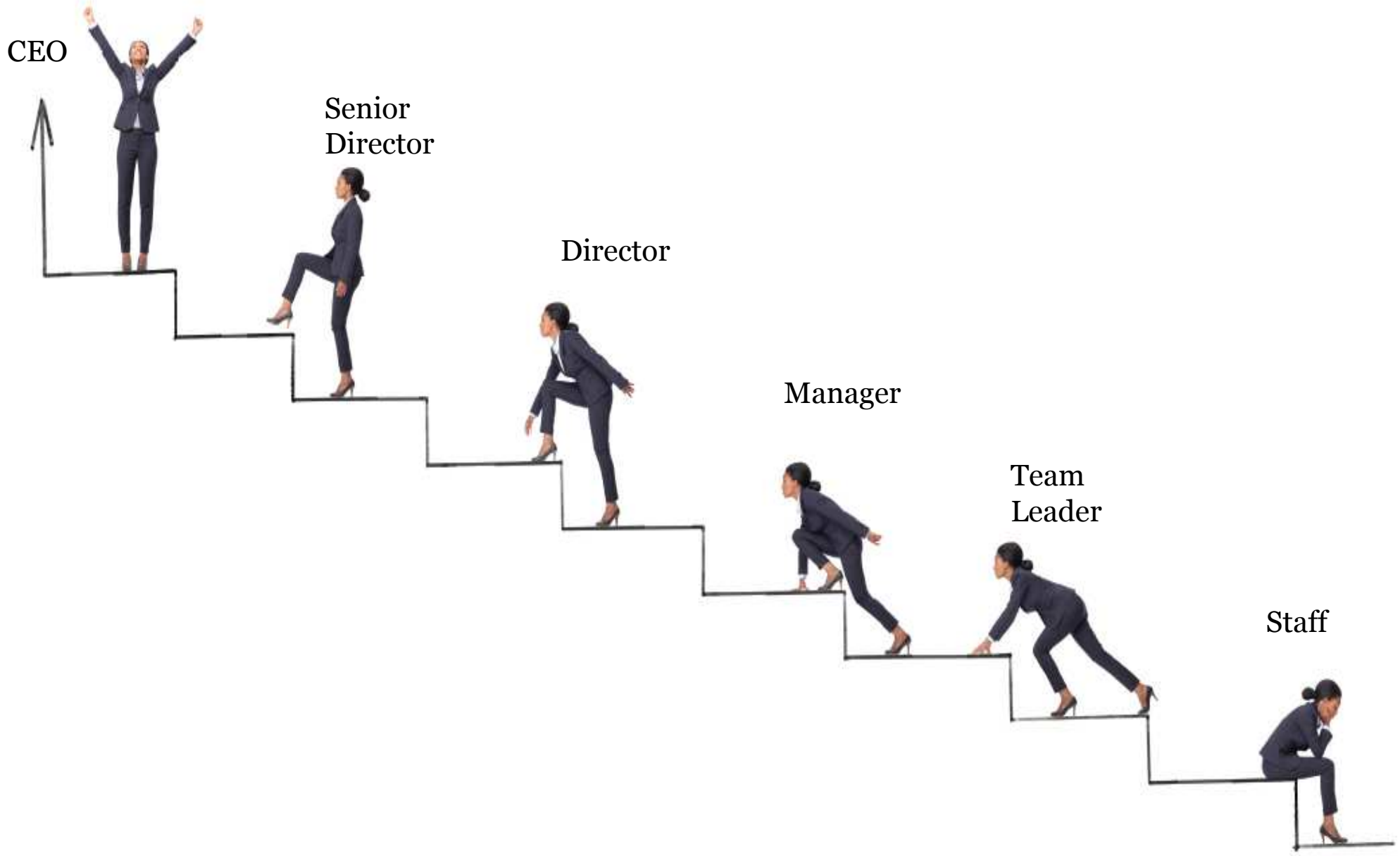


The proportion of female leadership in Topica

Over 262  
Leadership  
(Manager of Department Above)



■ Male ■ Female



CEO

Senior  
Director

Director

Manager

Team  
Leader

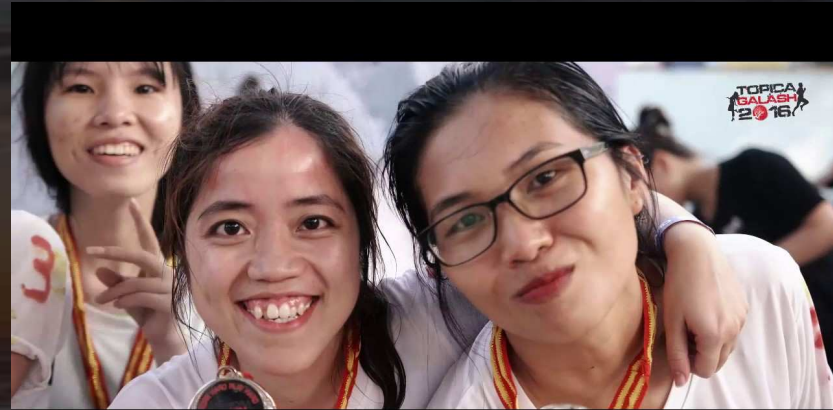
Staff



## What I have done so far?





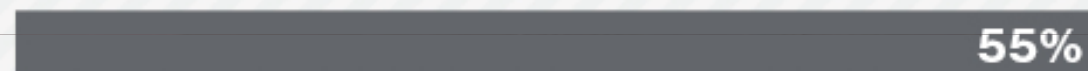


## What are the **key drivers** of successful **advancement of women** in your organisation?

Conscious focus on **gender balance** by senior management



**Sponsors/Mentors** for women leadership candidates



Female managers and senior female leaders as **role models**



**Flexible work arrangements** to help retain women



A conscious focus on **gender balance**, driven by leadership, was seen as **more key to success** than practical measures such as flexible work arrangements.

\*Insights from the Economist Corporate Network's report, *Women in Leadership in Asia Pacific*, sponsored by Willis Towers Watson.

FREE  
 BEAUTIFUL  
 POWERFUL  
 WISE DELIGHTFUL  
 STYLISH  
 EMPOWERING **KIND**  
 FRIENDLY INFORMED  
 RESOURCEFUL BRAZEN  
 FIERCE CAPABLE FOCUSED  
 SMART **CREATIVE**  
 FREE-THINKING FABULOUS  
 CONSISTENT INFLUENTIAL  
 HUMBLE EMPOWERED  
 PROFESSIONAL KICK-ASS  
**SMART** MODERN  
 FEMININE FEISTY INTELLECTUAL  
**SAVVY DYNAMIC**  
**CONFIDENT**  
 RESOLUTE  
 BRAVE  
 GIRLY  
**AMBITIOUS**  
 ENGAGED DARING  
**SASSY**  
 ENTHUSIASTIC  
 AWESOME FUN  
 TECHNOLOGICAL  
**STRONG**  
 INQUISITIVE GRATEFUL  
**PASSIONATE**  
 DETERMINED DYNAMIC ENTREPRENEURIAL  
 UNIQUE GO-GETTER SOPHISTICATED ACCOMPLISHED LUSCIOUS  
 SASSY INSPIRING **DETERMINED**  
 FASHIONABLE  
 DEDICATED PROACTIVE INDEPENDENT SEXY  
**INTELLIGENT** EFFICACIOUS THOROUGH  
 CURIOUS DRIVEN WORTHY

**INNOVATIVE**  
 INSPIRATIONAL



**We Can Do It!**





Thank you

**JENNY CHAU DANG**

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